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**EXPERIENCE AS ARBITRATOR (GRIEVANCE AND INTEREST), FACTFINDER, HEARING EXAMINER, AND MEDIATOR:**

Issues include ADA, agency fee, arbitrability, alternative work schedules, crew size, discharge and discipline, EEO, environmental pay, health benefits and insurance, holidays and vacations, job bidding, job evaluation, layoff and bumping, light duty work, management rights, official time for union activities, out-of-class work, overtime, past practice, pay rates and differentials, pension plans, performance evaluation, promotion, safety, seniority, shift changes, sick leave, subcontracting, unfair labor practices, and work jurisdiction, assignment and scheduling.

Cases have involved the following industries:

Private Sector - Aerospace, airlines, can, chemical, electrical and electronics, food, foundry, guard and security services, health care, higher education, hotels, janitorial services, machine tool, various manufacturing, mining, packaging and container, public utilities, pulp and paper, petroleum, plastics, racetrack, radio, retail stores, shipbuilding, steel, telephone & telecommunications, textiles, trucking, TV broadcasting, warehousing, unions and other non-profit organizations.

Public Sector - Federal, state, county, municipal. (Administrative and regulatory agencies, airports, engineering and scientific, firefighters, health care, libraries, mass transit, police, prisons, public works, schools and universities, social work and welfare.)

Listed on Panels of Neutrals Maintained By:

American Arbitration Association  
District of Columbia Public Employee Relations Board  
Federal Mediation and Conciliation Service  
National Mediation Board  
Pennsylvania Bureau of Mediation.

Permanent Panels:

Air Line Pilots Association/ATA Airlines  
Allied Industrial Workers/Georgetown University  
American Federation of Government Employees/Department of Education  
American Federation of Government Employees/Department of Labor (Field)  
American Federation of Government Employees/Social Security Administration  
Association of Flight Attendants/ATA Airlines

Bakery, Confectionery, Tobacco & Grain Millers Industrial Union/Philip Morris  
Communications Workers of America/American Federation of Government  
Employees  
Fraternal Order of Police/U.S. Postal Service (Contract Interpretation)  
International Brotherhood of Electrical Workers/Potomac Electric Power  
Company  
International Brotherhood of Teamsters, Local 96/Washington Gas Company  
International Brotherhood of Teamsters/Maryland-District of Columbia Joint Area  
Employers Committee  
International Union of Electrical Workers, Local 173/American Safety Razor  
Company  
National Treasury Employees Union/Food & Drug Administration  
National Treasury Employees Union/Comptroller of the Currency  
Office & Professional Employees International Union/Washington Gas Company  
Overseas Federation of Teachers/Dept. of Defense Dependent Schools  
Service Employees International Union, Local 772/Children's Hospital  
Service Employees International Union, Local 772/Washington Hospital Center  
UNITE HERE #25/Hotel Association of Washington, D.C. (Grievance Mediation)  
WASA Unions/D.C. Water and Sewer Authority (WASA - Expedited Arbitration)

Membership on Public Service Boards

General Accounting Office Personnel Appeals Board (1983-86)  
Metropolitan Washington Airports Authority Employee Relations  
Council (1989-95)  
Foreign Service Grievance Board (1995-2003)

EDUCATION:

BA Brooklyn College (History)  
MA American University (Government)  
MS Cornell University (Industrial & and Labor Relations)

PROFESSIONAL ASSOCIATIONS:

National Academy of Arbitrators  
Labor and Employment Relations Association  
Society of Federal Labor and Employee Relations Professionals